



## 6209.0 - Labour Mobility, Australia, Feb 2004

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## Summary

### Main Features

#### ABOUT THIS PUBLICATION

This publication presents information about employment changes of persons aged 15-69 years who had held a job in the 12 months ending February 2004.

#### ABOUT THIS SURVEY

Statistics in this publication were obtained from the Labour Mobility Survey, conducted throughout Australia in February 2004 as a supplement to the Australian Bureau of Statistics (ABS) monthly Labour Force Survey.

This survey provides information on job mobility and job tenure for persons aged 15-69 years. The survey collected details about jobs held during the 12 months ending February 2004, including whether a job holder changed employer or locality and reasons for change, full-time or part-time status, occupation, industry and duration of job. This information is cross-classified by a range of personal characteristics such as age, sex and educational attainment.

#### ROUNDING

As estimates have been rounded, discrepancies may occur between sums of the component items and totals.

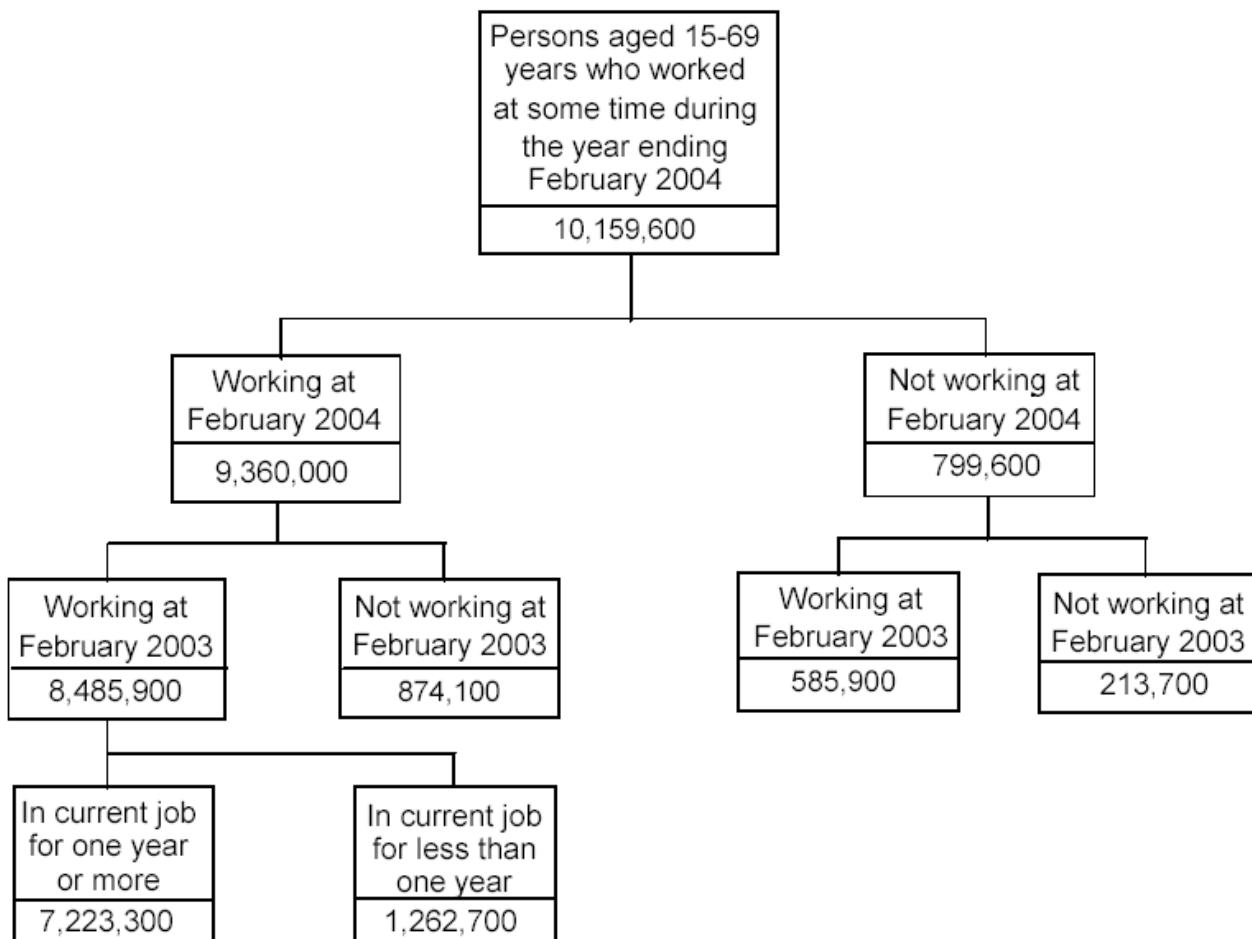
#### INQUIRIES

For further information about these and related statistics, contact the National Information and Referral Service on 1300 135 070 or Labour Force and Supplementary Surveys Section on Canberra (02) 6252 7206.

#### SUMMARY OF FINDINGS

#### CONCEPTUAL FRAMEWORK

The following diagram illustrates the conceptual framework for the Labour Mobility Survey. Persons aged 15-69 were classified according to whether they were working at February 2004, whether they were working at February 2003 and duration of current job.



## OVERVIEW

An estimated 10,159,600 persons aged 15-69 years had worked at some time during the year ending February 2004. Of these persons, 92% were working at February 2004, with the balance either looking for work (3%) or not in the labour force (5%).

Of the 9,360,000 persons working at February 2004:

- 77% had been in their current job for the whole year;
- 14% had been in their current job for less than one year and had worked in a previous job during the year (that is, they had changed jobs during the year); and
- 9% had been in their current job for less than one year and had not had a previous job during the year.

Of the 1,313,300 persons working at February 2004 who had changed jobs during the year:

- 42% (548,000) had changed industry from last to current job; and
- 35% (457,900) had changed occupation from last to current job.

## JOB MOBILITY

Of those persons who had worked at some time during the year ending February 2004, 14% (1,455,600) were job mobile (that is, they changed their employer and/or their locality at least once within the previous year). This compares with 15% in 2002, and has remained relatively steady over the last decade.

Of those persons who were job mobile during the year ending February 2004:

- 83% (1,201,700) changed their employer or business;

- 17% (253,900) changed locality while still working for the same employer or business.

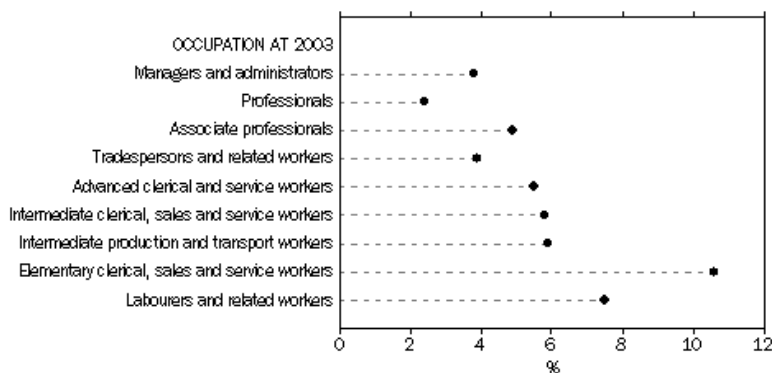
Young people were more job mobile than older age groups. For example, of 20-24 year old workers, 22% changed their employer and 2% changed their locality only. This compares with people 45-54 years, of whom 7% changed their employer and 2% changed their locality only.

## OCCUPATION

There were 8,485,900 persons who were working at both February 2003 and February 2004. Of those, 85% (7,223,300) had remained in their current job for one year or more, 10% (825,900) had changed their job but not their occupation, and 5% (436,800) had changed both their job and their occupation.

Of all occupations, Elementary clerical, sales and service workers were most likely to have changed occupation (11%) over the previous 12 months, whereas Professionals were least likely (2%).

### PERSONS WHO WERE WORKING AT FEBRUARY 2003 AND AT FEBRUARY 2004, Proportion who changed occupation since February 2003



Of the 81,600 Elementary clerical, sales and service workers who changed their occupation between February 2003 and February 2004, 40% (32,600) became Intermediate clerical, sales and service workers, and 13% (10,600) became Labourers and related workers.

## FULL-TIME OR PART-TIME STATUS

Of those persons who were working at February 2003 and February 2004, 6,102,800 (72%) were working full time at both points in time. A further 2,116,700 (25%) were working part time at both points in time and 266,400 (3%) had changed their full-time or part-time status.

Of the 266,400 persons who changed their full-time or part-time status, 162,400 (61%) had changed from part-time work at February 2003 to full-time work at February 2004.

## DURATION OF CURRENT JOB

Of those persons working at February 2004, 23% had been in their current job for less than one year. The Accommodation, cafes and restaurants industry had the highest proportion (34%) of persons who had worked in their current job for less than one year. In comparison, only 14% of persons employed in the Education industry had worked in their current job for less than one year.

There were 2,202,600 persons who were working at February 2004 and who had been in their current job for 10 years or more. The highest concentrations were recorded in the Agriculture, forestry and fishing industry (47%) and the Electricity, gas and water supply industry (39%). The Accommodation, cafes and restaurants industry

(7%) and Retail trade industry (14%) had the lowest proportions of persons who had been in their current job for 10 years or more. A greater proportion of males than females had been in their current job for 10 years or more (26% compared with 20%).

## PERSONS WHO CEASED A JOB DURING THE YEAR

Of the 10,159,600 persons who had worked at some time during the year ending February 2004, 2,112,900 (21%) ceased a job during that period.

Of these persons, 1,455,200 (69%) were job leavers (ceased their last job voluntarily/changed locality) and 657,600 (31%) were job losers (ceased their last job involuntarily). Some 55% of job losers had been in that job for less than one year, and a further 14% had worked in that job for between one and two years.

## About this Release

### ABOUT THIS RELEASE

Provides information on persons aged 15-69 years who had worked at some time during the year ending February. Details of job mobility, job tenure, number of employers or businesses during the year and reason for ceasing last job or changing locality are presented. Occupation, industry and duration of current and last job are also available. Estimates can be cross-classified by labour force demographics such as state, sex, age, marital status and country of birth.

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## Explanatory Notes

### Explanatory Notes

#### INTRODUCTION

**1** The statistics in this publication were compiled from data collected in the Labour Mobility Survey that was conducted throughout Australia in February 2004 as a supplement to the monthly Labour Force Survey (LFS). Respondents to the LFS who fell within the scope of the supplementary survey were asked further questions.

**2** The publication **Labour Force, Australia** (cat. no. 6202.0) contains information about survey design, sample redesign, scope, coverage and population benchmarks relevant to the monthly LFS, which also apply to supplementary surveys. It also contains definitions of demographic and labour force characteristics, and information about telephone interviewing which are relevant to both the monthly LFS and supplementary surveys.

**3** From April 2001 the LFS has been conducted using a redesigned questionnaire containing additional questions and some minor definitional changes. These changes also affect the supplementary surveys. For further details, see **Information Paper: Implementing the Redesigned Labour Force Survey Questionnaire** (cat. no. 6295.0) and **Information Paper: Questionnaires Used in the Labour Force Survey** (cat. no. 6232.0).

#### CAI IMPLEMENTATION

**4** The ABS has begun the progressive implementation of computer assisted interviewing (CAI) into the LFS. Under CAI, interviewers record responses directly onto an electronic questionnaire in a laptop computer.

**5** In the February 2004 survey, the CAI method was used on a random sub-sample of 10% of survey interviews

in Queensland, Western Australia, Northern Territory, and Tasmania and 40% of survey interviews in New South Wales, Victoria, South Australia and the Australian Capital Territory. The remainder of interviews were conducted using the traditional 'pen and paper' method. The change in interviewing method is not expected to affect the published estimates in any meaningful way.

## CONCEPTS, SOURCES AND METHODS

**6** The conceptual framework used in Australia's Labour Force Survey aligns closely with the standards and guidelines set out in Resolutions of the International Conference of Labour Statisticians. Descriptions of the underlying concepts and structure of Australia's labour force statistics, and the sources and methods used in compiling these estimates, are presented in **Labour Statistics: Concepts, Sources and Methods** (cat. no. 6102.0) which is also available on the ABS web site <<https://www.abs.gov.au>> (About Statistics - Concepts and Classifications).

## SCOPE

**7** The scope of the Labour Force Survey is restricted to persons aged 15 years and over and exclude the following persons:

- members of the permanent defence forces
- certain diplomatic personnel of overseas governments, customarily excluded for census and estimated populations
- overseas residents in Australia
- members of non-Australian defence forces (and their dependants).

**8** Students at boarding schools, patients in hospitals, residents of homes (e.g. retirement homes, homes for persons with disabilities), and inmates of prisons are excluded from all supplementary surveys.

**9** The Labour Mobility Survey was conducted in both urban and rural areas in all states and territories, but excluded approximately 120,000 persons living in remote and sparsely settled parts of Australia who would otherwise have been within the scope of the survey. The exclusion of these persons will have only a minor impact on any aggregate estimates that are produced for individual states and territories, except the Northern Territory where such persons account for around 20% of the population.

**10** The survey was restricted to persons aged less than 70 years who have worked at some time during the year ending February 2004.

## COVERAGE

**11** The estimates in this publication relate to persons covered by the survey in February 2004. In the LFS, coverage rules are applied which aim to ensure that each person is associated with only one dwelling, and hence has only one chance of selection in the survey. See **Labour Force, Australia** (cat. no. 6202.0) for more details.

## RELIABILITY OF THE ESTIMATES

**12** Estimates in this publication are subject to sampling and non-sampling errors:

- Sampling error is the difference between the published estimate and the value that would have been produced if all dwellings had been included in the survey. For further information on sampling error, refer to the Technical Note.
- Non-sampling errors are inaccuracies that occur because of imperfections in reporting by respondents and interviewers, and errors made in coding and processing data. These inaccuracies may occur in any enumeration, whether it be a full count or a sample. Every effort is made to reduce the non-sampling error through careful design of questionnaires, intensive training and supervision of interviewers and efficient processing procedures.

## SEASONAL FACTORS

**13** The estimates are based on information collected in the survey month and, due to seasonal factors, may not be representative of other months of the year.

## CLASSIFICATIONS USED

**14** Occupation data are classified according to the **ASCO - Australian Standard Classification of Occupations, Second Edition, 1997** (cat. no. 1220.0).

**15** Industry data are classified according to the **Australian and New Zealand Standard Industrial Classification (ANZSIC), 1993** (cat. no. 1292.0).

**16** Country of birth data are classified according to the **Standard Australian Classification of Countries (SACC), 1998** (cat. no. 1269.0).

**17** Educational attainment data are classified according to **Australian Standard Classification of Education (ASCED)** (cat. no. 1272.0).

## COMPARABILITY OF TIME SERIES

**18** Revisions are made to population benchmarks for the LFS after each five-yearly Census of Population and Housing. The last such revision was made in February 2004 to take account of the results of the 2001 Census of Population and Housing. Estimates from supplementary surveys conducted from and including February 2004 are therefore based on these revised population benchmarks.

**19** Supplementary surveys are not always conducted on the full LFS sample. Since August 1994 the sample for supplementary surveys has been restricted to no more than seven-eighths of the LFS sample.

**20** The scope of surveys run prior to February 1990 included persons aged 15 years and over. From February 1990 the survey scope excluded all persons aged 70 years and over. However, the effect of this change on the estimates is expected to be minimal.

## COMPARABILITY WITH MONTHLY LFS STATISTICS

**21** Due to differences in the scope and sample size of this supplementary survey and that of the LFS, the estimation procedure may lead to some small variations between labour force estimates from this survey and those from the LFS.

**22** It is impracticable to obtain information relating to a whole year which is strictly comparable with that obtained in the LFS for which the reference period is one week. The definitions used in determining the labour force status of persons in the LFS depend on a detailed set of questions asked about a person's labour force activity during the reference week. For the Labour Mobility Survey, a person is assigned to a labour force category on the basis of a more limited set of questions. It is for this reason that the terms 'working' and 'looking for work' are used in this survey rather than the precisely defined terms 'employed' and 'unemployed' used in the LFS.

## PREVIOUS SURVEYS

**23** Results of similar surveys, conducted in November 1972, February 1975 and February 1976, annually from February 1979 to February 1992, then biennially from February 1994 to February 2002, were published in **Labour Mobility, Australia** (cat. no. 6209.0).

## PREVIOUS REVISIONS TO HISTORICAL DATA

**24** Historical estimates of the number and proportion of persons who were job mobile for the periods 1990 to 1996 were revised in the 1998 publication. Previously published estimates for reference periods from 1990 to 1996 will still contain incorrectly derived data. If you require further information about these revisions, please contact the area listed on the front cover of this publication.

## ACKNOWLEDGMENT

**25** ABS surveys draw extensively on information provided by individuals, businesses, governments and other organisations. Their continued cooperation is very much appreciated: without it, the wide range of statistics published by the ABS would not be available. Information received by the ABS is treated in strict confidence as required by the Census and Statistics Act 1905.

## RELATED PUBLICATIONS

Other publications which may be of interest include:

- **Australian Labour Market Statistics**, cat. no. 6105.0
- **Labour Force, Australia**, cat. no. 6202.0
- **Labour Force Experience, Australia**, cat. no. 6206.0
- **Persons Not in the Labour Force, Australia**, cat. no. 6220.0
- **Job Search Experience, Australia**, cat. no. 6222.0
- **Underemployed Workers, Australia**, cat. no. 6265.0

Current publications and other products released by the ABS are listed in the **Catalogue of Publications and Products** (cat. no. 1101.0). The Catalogue is available from any ABS office or the ABS web site <<https://www.abs.gov.au>>. The ABS also issues a daily Release Advice on the web site which details products to be released in the week ahead.

## Glossary

### Ceased a job

Refer to definitions of Job leavers and Job losers.

### Current job

Refers to the job at February 2004 in which the person worked in the week before the interview for an employer/business. Where the person worked in more than one job, the main job, i.e. the job in which most hours were usually worked, was regarded as the current job.

### Duration of current job

The period between the commencement of the current job up to the week before the interview.

### Duration of last job

The period from the commencement of the last job up to the time the person ceased working in that job.

## **Full-time workers**

Persons who had a job at February 2004 and:

- (for single job holders) usually work 35 hours or more a week, or usually work less than 35 hours but worked 35 hours or more in the reference week
- (for multiple job holders) actually worked 35 hours or more in their main job in the reference week, or were away from their main job but usually work 35 hours or more in all jobs.

When questions were asked about last job and job held at February 2003, the individual's perception of full time work was accepted.

## **Industry**

Classified according to **Australian and New Zealand Standard Industrial Classification (ANZSIC), 1993** (cat. no. 1292.0). In this publication, industry relates to the main job and is shown at the ANZSIC Division level.

## **Job leavers**

Persons who ceased their job voluntarily, that is, because:

- of unsatisfactory work arrangements/pay/hours; or
- the job was seasonal, temporary or a holiday job and they left that job to return to studies; or
- they retired, started a new business, got a better job, left for family reasons; or
- changed locality but not employer/business.

## **Job losers**

Persons who ceased their job involuntarily, that is:

- they were retrenched or their business closed down because of financial difficulties; or
- the job was seasonal, temporary or a holiday job and they did not leave that job to return to studies; or
- they left their job because of their own ill health or injury.

## **Job mobile**

Persons who either:

- change employer/business with or without a change in locality; or
- change locality without a change of employer/business.

## **Last job**

The last job in which employment ceased during the reference period.

## **Level of highest educational attainment**

Level of highest educational attainment identifies the highest achievement a person has attained in any area of study. It is not a measurement of the relative importance of different fields of study but a ranking of qualifications and other educational attainments regardless of the particular area of study or the type of institution in which the study was undertaken.

## **Locality**



In capital cities and major towns each suburb is considered to be a different locality. Where a person works at different sites for the same employer (e.g. a construction worker), their base of operations (i.e. the employer's office, depot, yard, etc.) is considered to be their locality.

The movement of an employer's operations to premises in a different locality would entail a change of locality for employees.

### **Looking for work**

Out of work and looking for a job. See paragraph 22 of the Explanatory Notes.

### **Main English-speaking countries**

The United Kingdom, Ireland, South Africa, Canada, the United States of America and New Zealand.

### **Not in the labour force**

Not working or looking for work. See paragraph 22 of the Explanatory Notes.

### **Number of changes in locality during the year**

For persons currently working, it is the number of times they have changed locality with respect to their current employer or business. For persons not currently working, it is the number of times they have changed locality with respect to their last employer or business.

### **Occupation**

Classified according to **ASCO - Australian Standard Classification of Occupations, Second Edition** (cat. no. 1220.0). In this publication, occupation relates to the main job and is shown at the ASCO Major Group level.

### **Part-time workers**

Persons who had a job at February 2004 and:

- (for single job holders) usually work less than 35 hours a week, and did so in the reference week
- (for multiple job holders) actually worked less than 35 hours in their main job in the reference week, or were away from their main job but usually work less than 35 hours a week in all jobs.

When asked questions about their last job and job held at February 2003, the individuals who did not perceive themselves as working full time were considered to be working part time.

### **Previous job**

Refer to definition of Last job.

### **Reference period**

The 52 weeks up to the end of the week prior to interview.

## Retrenched

Persons who ceased their last job because they were either:

- employees who were laid off, including no work available, retrenched, made redundant, employer went out of business or dismissed; and
- self employed persons whose business closed down for economic reasons, including 'went broke', liquidated, no work, or no supply or demand.

## Working

Working or on paid or unpaid leave from job. See paragraph 22 of the Explanatory Notes.

## Abbreviations

The following abbreviations have been used in this publication

ABS	Australian Bureau of Statistics
ANZSIC	Australian and New Zealand Standard Industrial Classification
ASCED	Australian Standard Classification of Education
ASCO	Australian Standard Classification of Occupations
CAI	computer assisted interviewing
LFS	Labour Force Survey
RSE	relative standard error
SACC	Standard Australian Classification of Countries
SE	standard error